**CORE VALUES:**

1. **Respect and Integrity**
2. **Well-Being and Sustainability**
3. **Equity and Justice**
4. **Innovation and Discovery**

**“Speak about how core values played a role in your decision-making (give some examples).”**

#1 — Respect and Integrity

*Accountability:* I put the wrong date on a presentation for the dean, and several staffers had to rush to find the documents and deliver them to him for an early morning event because I was at another meeting. I told the dean it was ENTIRELY my fault — and sent a note to the four staffers who had to cover for my mistake.

*Promote open communication*: Took the time to listen to two colleagues, separately, who had a disagreement with each other and allowed them to share their perspectives while advocating for peace and harmony. Spoke honestly with each of them on my opinion of the situation and offered guidance on how to handle it.

#1 and #2 — Respect and Integrity and Well-Being and Sustainability

*Empathy*: Show support for work-life harmony: A colleague’s parent passed away; when they returned to work, several long-term assignments were due, and were not ready. I mentioned it to a few people — we divvied up the work and moved on.

Offered more telework flexibility to a colleague dealing with a family member’s health challenges.

#2 — Well-Being and Sustainability

Promote healthy behaviors: Invited six co-workers on my floor to join me for a lunch walk. I do this on a fairly regular basis.

Share my own health challenges and try to model healthy eating by buying fruit from the Tuesday Farmers Market and sharing it with others in communal kitchen.

#3 — Equity and Justice

Say and do something; invest in justice: Spoke candidly with School of Medicine leadership about what I perceive as a lack of community engagement in our school.

Promote and integrate equity and create inclusive environments: Invited two colleagues of different levels/seniority and offices to lunch.

#4 — Innovation and Discovery

Support informed courage: Supported a colleague who approached me about a raise and encouraged her to advocate for this (also advocated on her behalf).

Bolster collaboration: Facilitated a meeting between my office and another office to discuss how we can collaborate on the new dean’s communications.